

10 July 1955

REVISED OUTLINE OF STATE DEPARTMENT  
PROPOSALS ON EXECUTIVE PAY LEGISLATION

Title I

1. Aside from the positions of the Secretary of State, Under Secretary of State, and Assistant Secretaries of State, which would automatically be included under Title I at the proposed rates of \$30,000, \$25,000, and \$22,500, respectively, include the following positions at the rates indicated below:

a. \$25,000

(1) "the Director of the International Cooperation Administration"

b. \$23,500

(1) "each Deputy Under Secretary of State"

c. \$22,500

(1) "the Legal Adviser of the Department of State"

(2) "the Counselor of the Department of State"

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ten Assistant Secretaries of State, have a sufficient statutory character as to warrant specific reference under Title I establishing a higher rate of compensation than for Assistant Secretaries who are not designated as Deputy Under Secretaries.

Legal Adviser and Counselor

The Act of May 26, 1949 provides that: "The Counselor of the Department of State and the Legal Adviser, who are required to be appointed by the President, by and with the advice and consent of the Senate, shall rank equally with the Assistant Secretaries of State."

Public Law 359, 81st Congress, approved October 15, 1949, provides that the Counselor shall be compensated at \$15,000. Accordingly, it is proposed that under Title I the Counselor be compensated at the contemplated new rate of \$22,500.

The Legal Adviser is presently compensated at \$14,800, this position being included under the Classification Act of 1949, as amended. The Senate has recently enacted S. 2237, which inter alia would adjust the Legal Adviser's salary to the same rate as for an Assistant Secretary of State. Accordingly, it is proposed that this position be included under Title I at the contemplated new \$22,500 rate, thus establishing a proper relationship with other top-level positions in the Department.

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**Title II**

1. Include in this title, or other title if more appropriate,  
the following provisions:

"The compensation for each of the offices established by section 1 (c) of Reorganization Plan No. 7, of 1953, shall be established by the Secretary of State, but in no event will such compensation be less than the compensation of Assistant Secretaries of State."

2. Include in this title, or other title if more appropriate,  
the following provisions:

"Section 2 of Public Law 565, 79th Congress, is hereby amended by deleting '\$12,000', and inserting in lieu thereof, '\$16,000'."

## TITLE II - EXPLANATION OF STATE DEPARTMENT PROPOSALS

Reorganization Plan No. 7, of 1953, authorizes two offices at a rate of \$16,000 and four offices at a rate of \$15,000, which offices are to be filled by appointment by the President by and with the advice and consent of the Senate. In view of the establishment of the International Cooperation Administration within the Department of State and the importance of the programs to be administered by the ICA, it is desirable that the compensation of the six offices referred to be adjusted upwards. The proposed language would permit the Secretary of State, if he should desire to so do, to establish an appropriate rate of compensation for two of these officers up to the salary paid to a Deputy Under Secretary and of all six not less than that paid to an Assistant Secretary of State.

Public Law 565 approved July 30, 1946, provides in part that representatives and alternates of the United States to UNESCO shall "be entitled to receive compensation at such rates, not to exceed \$12,000 per annum as the President may determine, for such period as the President may specify ....". It may be noted that this rate was established in 1946 and that subsequently there have been several upward adjustments in Federal salaries. Based on a comparison of the positions of representatives and alternates to UNESCO and other related positions, it is believed that an equitable maximum rate for the UNESCO positions would be \$16,000.

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Title IV

1. Include in this title several amendments to the Foreign Service Act of 1946, as amended, which amendments are set forth in Attachment A and are explained in Attachment B. Briefly the amendments are as follows:
  - a. Amend section 411 of such Act to increase the salaries of chiefs of mission from \$25,000, \$20,000, \$17,500, and \$15,000 respectively, to \$30,000, \$27,500, \$25,000, and \$22,500 respectively.
  - b. Amend section 412 of such Act to adjust the present salary rates for Foreign Service officers in the class of career minister and classes 1, 2, and 3. (Adjustments in salary rates for Foreign Service officers would automatically apply to Foreign Service Reserve officers.)
  - c. Amend section 415 of such Act to adjust the present salary rates for Foreign Service Staff officers in classes 1, 2, and 3.
  - d. Provide for the orderly conversion of present officers to new salary rates.